

**IN INTEREST ARBITRATION PURSUANT TO SECTION 1111  
OF THE SAN JOSE CITY CHARTER**

In The Matter of Interest Arbitration  
Between

CITY OF SAN JOSE

Employer,

and

SAN JOSE POLICE OFFICERS'  
ASSOCIATION,

Association.

JAMS REF# 1110015552

**STIPULATION REGARDING  
RESERVATION OF ISSUES**

Judicial Arbitration Mediation Services  
(JAMS)

Before Hon. John A. Flaherty (Ret.), Chair  
Alex Gurza, City Board Member  
James Unland, SJPOA Board Member

Hearing Dates: May 6, 7, and 8, 2013

WHEREAS the parties are proceeding to interest arbitration over the terms of a new Memorandum of Agreement ("MOA") on May 6, 7, and 8, 2013; and

WHEREAS, the City of San Jose ("City") has made a number of proposals in bargaining which it believes are excluded from the interest arbitration provisions of Charter Section 1111 by virtue of Section 1111(g)(4); and

WHEREAS, the San Jose Police Officers Association ("SJPOA") does not agree that those proposals are excluded by Section 1111(g); and

WHEREAS, due to the limited time available for interest arbitration and the limited opportunity the parties have had to meet and confer over these issues, the parties agree that it is most appropriate to reserve these issues for future discussion.

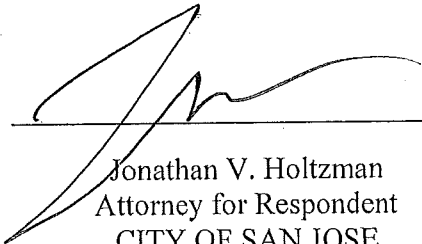
THEREFORE, THE PARTIES, BY AND THROUGH THEIR COUNSEL OF RECORD, HEREBY STIPULATE AS FOLLOWS:

1. The following issues will not be submitted to interest arbitration on May 6, 7, and 8, 2013:
  - Paychecks;
  - Outsourcing/Civilianization;
  - Interest Arbitration;
  - Physical Examinations;
  - Grievance Procedure (including Disciplinary Grievances, Consolidated Arbitration, Immediate Arbitration, and Arbitration List Costs);
  - Transfer Policy;
  - Police Vehicles;
  - Promotional MOA;
  - Community Policing – Assignments;
  - Weapons; and
  - Union Release Time
  - POBR
2. The parties agree to continue to meet and confer in good faith in an attempt to reach agreement over these issues and any other non-monetary issues presented by either party during further bargaining.
3. To the extent that the parties reach agreement over any of these issues, the parties agree to incorporate them into the new MOA between the parties.
4. In the event that either party declares impasse over some or all of these issues, the parties will attempt to reach agreement over the appropriate impasse resolution procedure for any of the issues set forth in Paragraph 1 which remain unresolved.
5. If the parties are unable to reach agreement over the appropriate impasse resolution procedure for any remaining unresolved issues, each party retains all rights and arguments regarding the impasse resolution process .

Dated: 5-5-13

RENNE SLOAN HOLTZMAN SAKAI LLP

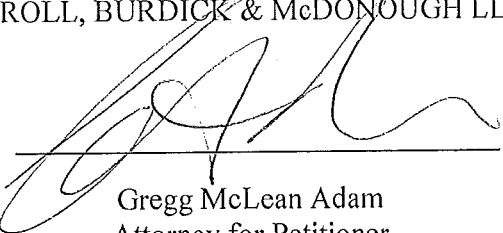
By: \_\_\_\_\_

  
Jonathan V. Holtzman  
Attorney for Respondent  
CITY OF SAN JOSE

Dated: 5.5.13

CARROLL, BURDICK & McDONOUGH LLP

By: \_\_\_\_\_

  
Gregg McLean Adam  
Attorney for Petitioner  
SAN JOSE POLICE OFFICERS' ASSOCIATION